



Early Learning Programs & Workforce Sub-Committee Meeting

Meeting Minutes-August 21, 2018

10:00 a.m. to 12:00 p.m.

Delaware State Police Troop 3

3759 S. State Street, Camden, DE 19934

Attendance: Julie Johnson, owner of Tender Loving Kare Child Care and Learning Centers, Shebra Hall, DHSS Birth- Three, Michelle Spencer, TEACH coordinator, Andrea Prettyman, CFF/DE Stars, Kim Pridemore, DTCC CDC, Dawn Alexander, Colonial School District, Trisha Moses, Boys and Girls Club

1. Welcome and call to order
 - Julie Johnson called the meeting to order and welcomed everyone
2. Review of June meeting minutes
 - Reviewed the meeting minutes from the June meeting
 - The minutes from each sub committee group will now be sent out to the full council instead of each committee doing a brief update at the full council meeting
 - It was asked/requested if the meeting minutes for the subcommittees' meetings could be posted on the information online for the DECC along with the full council minutes.
 - Will follow up and see if we can do this
3. Professional Development Discussion
 - High School Pathways Preparation Programs
 - Discussion around concerns with the Vo Tech and District ECE programs and the need for teachers in these programs to be knowledgeable in Stars, Licensing, and Expectations of the current ECE field as well as have experience in working in the ECE field
 - Many of the students are coming out of these programs only qualifying as interns due to the lack of experience hours. Those programs that do not have a lab preschool run into challenges with getting what is needed for their students
 - It was suggested that a list could be compiled of community- based programs that could partner with the high school ECE pathway programs to serve as the opportunity for students to get experience. The list would need to be vetted for programs that have demonstrated quality.
 - Concerns were raised around programs trying to have students complete these programs with a CDA, but the state does not have the money for CDA's at this time.

- Concerns were also raised about the disconnect between the requirements for the teachers of these programs to meet the Delaware Public School Requirements for Certification to teach high school in CTE Programs and also hold Early Childhood Degrees and Experience to make sure their information and curriculum focused on is developmentally appropriate for birth to five population. The question was raised if TEACH funds may be able to help true ECE professionals meet the requirements for teaching these programs in the high schools.
- Higher Education Programs
 - Concerns around the colleges still pushing K-6 programs over ECE programs and what is included in the coursework for ECE programs. It's still watered-down Kindergarten versions versus developmentally appropriate practice for Birth to Five.
 - There is no buy in for going into ECE, suggested we look at trying to put information about TEACH and Wages online under the program information on each college website. Michelle Spencer will contact and see if this is possible to add.
 - Michelle Spencer is also still working on Career Guide but would like some help on completing it. Its difficult to find data on current salaries that is accurate.
 - Higher Ed programs are asking what the current data is on the number of available positions in the ECE field in Delaware, however, this data is not available as there is no mechanism for tracking it.
 - There are barriers for current students working full time to complete the course requirements for observations as well as limited options for required courses such as methods only being available every other semester and offered only during the day.
 - There is also a need for Special Education ECE programs as the University of Delaware is the only option for ECE Special Education certification currently which is not conducive for working adults. The question was raised if Delaware Pathways grant the state received would be able to be used for this type of initiative.
 - The apprenticeship program is starting a new cohort in Sussex however, the second-year requirements are still being discussed.
 - We would like to review each of the colleges coursework requirements for ECE degree.
- Ongoing Professional Development
 - This is still a huge issue in the state
 - DIECC just added a 30\$ fee per class to get a training Quality Assured if it is not from a non-profit. In addition, it cost 30\$ each time it is posted on their training calendar. This is another barrier to getting QA PD out to the workforce.
 - There are still very limited offerings of PD in the state.
 - Reciprocity was discussed regarding trainings that have already gone through another approval in the state such as school districts and DHSS as well as national trainings.
 - Since OEL holds the contract with DIECC for PD, what are the deliverables and how are they requiring them to meet them?

4. Review Priorities and make next step recommendations

- The three priorities identified that will be a focus for this committee for FY 2019 are:
 - 1) Pre-service training/ED- High School Pathways ECE Programs
 - 2) Higher Education Programs for ECE
 - 3) Ongoing Professional Development
- 5. Review invites for future meetings
 - We want to meet with the high school ECE pathways teachers/CTE coordinators to discuss the curriculum and coordination of what is being taught both in Vo Tech programs and district programs as well as the idea of partnering with community-based programs. Are any of these licensed programs or involved in Stars as this is important for those training to work in the field.
 - We recognize this meeting would need to be held in the evening/late afternoon due to the availability of these individuals
 - We need a list of these and we would like OEL and/or the DECC council to send out invites.
 - We would like to send out invites for the Deans and department chairs to attend a meeting preferably in October or December to discuss/answer questions about their ECE programs to come from OEL/DECC as well.
 - We would like to request Martha Buell and/or Rena Hallam to attend the October meeting to update us on what they are doing to meet the challenges and concerns for the ongoing PD. We would also like an update from Caitlin on the deliverables and the communication between OEL and DECC on this issue.
- 6. Future Meeting Schedule
 - The following dates were proposed for the next meetings for the remainder of this fiscal year. They are subject to change if needed.
 - October 16, 2018
 - December 11, 2018
 - January 22, 2019
 - April 23, 2019
 - June 18, 2019
- 7. Comments, open discussion, issues, challenges
 - We would like to add a family child care representative to this committee. Andrea will check with Stars TA for recommendation as well as reaching out to the Sussex Coalition.
 - Suggestion for making sure we are utilizing the “Transforming the Workforce” as it is presented at every national conference and is useful as a guide for helping us complete our work. Michele will email links and see if there is a summary available for us to review individually.
 - It was stated that this committee is extremely important as there is a crisis in this state regarding the lack of qualified individuals to work in this field.
 - We discussed again the need for an ongoing database that includes or at least communicates with the different data bases in the state such as the professional registry, Delaware First, and DEEDS.
 - Excitement around the new online application system for Delaware First qualifications and the upcoming meetings around it. Expressed that it would be beneficial to be able to look up an individual’s step level as this is often used as the basis for pay scales and individuals most often have no idea.
 - Discussed again from the previous meeting the desire to have CDW and OCCL (especially OCCL) and OEL under one house. Had some discussion on whether this would be a new

and separate entity or under a current existing one such as DOE. More research needs to be done about this and further discussion on how to go about it. However, we feel it is crucial to the overall improvements needed in the state to support ECE.

8. The meeting was adjourned. The next meeting is scheduled for:

October 16, 2018
DTCC Terry Campus
Room TBD